

## **PERFORMANCE BASED COMPENSATION PLAN**

This is due July 1, 2008. If the plan is submitted earlier, the State Board will review your school's plan and let you know if they would like any corrections made to your plan.

### **1. Who is eligible for the performance-based compensation?**

Ogden Preparatory Academy will use these funds for full and part time licensed teachers.

### **2. What are the criteria for awarding performance-based compensation?**

Our school plan for awarding performance-based compensation will focus on literacy. We will use the Utah Professional Teacher Standards and Continuum of Teacher Development with the following standards being our focus for evaluation, emphasizing literacy instruction, and points awarded based on individual teacher performance.

2c: Design and Articulate Instruction Aligned with the Utah State Core Curriculum Standards  
2d: Select Instructional Goals Based on Student Achievement Data and Knowledge of Students  
3e: Differentiate Instruction to Meet Individual Student Learning Needs  
4b: Use Multiple Sources of Formal and Informal Assessment to Verify Student Learning  
4d: Use Student Achievement Data to Inform Instruction  
4e: Communicate Feedback on Progress to Students and Parent/Guardians

In addition points will be awarded for three areas of student testing: block tests (1<sup>st</sup>-9), curriculum based reading assessment (1<sup>st</sup>-9), DIBELS testing (K-6), kindergarten assessment (K), and Six Minute Solution Testing (7-9)

The total number of points possible for testing will be 45 and the total number of points based on teacher standards will be 30, giving emphasis to student assessment. The remaining 25 points will be awarded based on meeting the school goal.

### **4. What is the amount of performance based compensation that may be awarded?**

The school will receive \$36.33 per student based on the state's projection. The total amount awarded to the school will be divided by the total amount of points earned by all participating teachers, resulting in a dollar amount per point.

### **5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?**

As stated above 75% of the performance based compensation will be individual (selected teacher standards and student assessment) and 25% based on a school performance goal.

**6. Will the plan include measures of student academic progress or growth? (Optional)**

Yes, two forms of more from the assessments listed in question three (15 selected tests for grades 1<sup>st</sup>- 6) will be used with points being awarded to the teacher when 85% of their assigned students demonstrating proficiency (80% or above) on the assessments selected.

**7. Will the plan include specific measures of instructional quality? (Optional)**

Yes, as outlined above selected standards from the Utah Professional Teacher Standards and Continuum of Teacher Development, have been selected.

**8. Will the plan measure parent and student satisfaction? (Optional)**

Ogden Preparatory Academy does an extensive parent and student survey yearly. This information is used by the principal and Board in setting school improvement goals, but this information will not be used in awarding performance-based compensation.

**9. Will the plan measure school progress? (Optional)**

Yes, the school goal will be based on improvement in student performance from the 2007-2008 school year data including AYP and U-PASS.

**10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)**

Other measures that will be used in determining the 2008-2009 school goal will be the IOWA 3<sup>rd</sup> grade reading assessment and the Direct Writing Assessment.

**Other Notes:**

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
  - i. The number of employees in the school who received performance-based compensation;
  - ii. The total number of employees in the school;
  - iii. The average of the performance-based compensation awarded to all employees; and
  - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$
23		\$
24		\$
25		\$